

DUMPS ARENA

SAP Certified Application Associate SAP SuccessFactors Performance and Goal Management 1H/2022

SAP C_THR82_2211

Version Demo

Total Demo Questions: 10

Total Premium Questions: 81

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QUESTION NO: 1

What is the purpose of the Coaching Advisor/Give Advice functionality?

Note: There are 2 correct answers to this question.

- A. To give a user information on how to strengthen a competency
- B. To give a user developmental suggestions
- C. To give a user guidance to create SMART goals
- D. To give a user an overall performance rating based on calculations

ANSWER: A B**QUESTION NO: 2**

What can you do with the Beta Goal Import feature?

Note: There are 3 correct answers to this question.

- A. Align goals.
- B. Update goals.
- C. Transfer existing goals between employees.
- D. Delete goals.
- E. Delete goal comments.

ANSWER: A B D**QUESTION NO: 3**

Which of the following applies to the Employee Information section?

- A. Custom elements can be included.
- B. First Name and Last Name CANNOT be removed.
- C. Elements CANNOT be reordered.
- D. New elements will become visible in the display options in Manage Templates.

ANSWER: B

QUESTION NO: 4

What happens when goal numbering is allowed in the goal plan?

- A. Users can display the total goal count in the goal plan.
- B. Users can move a goal out of one plan and into another.
- C. Users can move a goal up and down in the goal plan.
- D. Users can indent and outdent goals to one or more levels.

ANSWER: A**QUESTION NO: 5**

Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?

- A. Weight all sections equally so they add up to 100%
- B. 50% for the Goal section and 25% for each of the Competency sections
- C. 100% for the Goal section and 50% for each of the Competency sections
- D. 50% for the Goal section and 100% for each of the Competency sections

ANSWER: C**QUESTION NO: 6**

What can you do in the Feedback Received tab in the latest version of Continuous Feedback?

Note: There are 2 correct answers to this question.

- A. Access the profile card to drill down into employee details.
- B. Decline a feedback request.
- C. Filter to only show feedback with a linked activity.
- D. Filter to only show feedback with a linked achievement.

ANSWER: B C**QUESTION NO: 7**

Where can you disable the external e-mail address pertaining to the Ask For Feedback functionality?

- A. Provisioning —> Company Settings
- B. Admin Center —> Performance Management —> Form Template Settings
- C. In the form template XML with a specific tag
- D. Admin Center —> Performance Management —> Performance Management Feature Settings

ANSWER: B

QUESTION NO: 8

What is the purpose of the user-defined step in a single-step route map?

- A. To split the sections of the form and send each of them to different users for validation
- B. To assign the form to a group of people
- C. To ensure all performance forms are routed to the same user in that step
- D. To make sure the form comes back to the user's inbox at the end of the workflow

ANSWER: C

QUESTION NO: 9

Which of the following are capabilities of the Customized Weighted Rating section in the performance form?

Note: There are 2 correct answers to this question.

- A. It allows you to add an overall comment.
- B. It displays all official ratings given at previous steps.
- C. It displays weights configured in business rules.
- D. It allows you to add custom elements.

ANSWER: A D

QUESTION NO: 10

Which of the following features have deprecation dates announced?

Note: There are 2 correct answers to this question.

- A. 360 Reviews v11

- B. Goal Management v12
- C. Legacy continuous performance management (CPM)
- D. PMv12 Acceleration

ANSWER: A B